

DEPARTMENT OF DEFENSE



Defense Civilian Personnel Advisory Service

Priority Placement Program (PPP) Briefing

Nondisplaced Overseas Employees

Program Overview

PPP is the most effective
outplacement program in the
Federal government

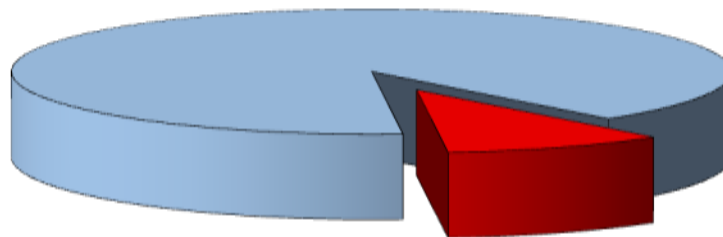




Program Results

- Over 250,000 placements to date
- Last 12 months – 2,844

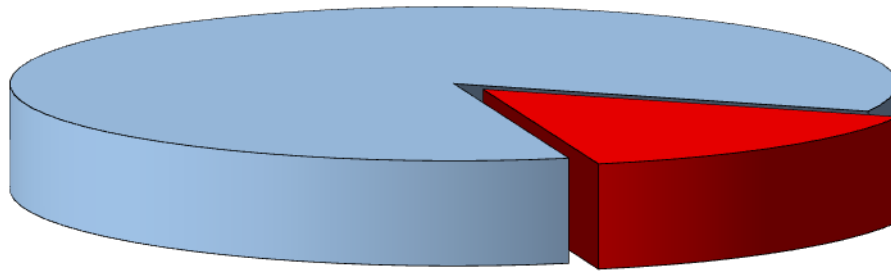


Acceptance Rate (last 12 months)



-  Offers accepted - 90%
-  Offers declined - 10%

Registrants Released Without Offers (last 12 Months)



-  Registered for commuting area only – 85%
-  Registered outside commuting area – 15%

Program Overview

Releasing
Activity



Registrations



Referrals



Gaining
Activity



Requisitions

**Automated Stopper &
Referral System (ASARS)**

Registrant Categories

- Displaced – subject to involuntary separation or demotion through no fault of their own
- Nondisplaced – all other registrants
 - *Overseas employees completing tours*
 - *Military spouses and other family member employees*

- Employee must be:
 - *On career, career-conditional, or permanent excepted service appointment*
 - *Employed in own right*
 - *Successfully completing tour of duty (or equivalent)*



Registration Eligibility

The following may not register:

- NAF employees
- SES employees
- Reemployed annuitants
- Employees approved for Voluntary Separation Incentive Pay (VSIP)

Registration Eligibility

The following may not register:

- Employees who apply for optional or disability retirement
- Employees on temporary, term, or overseas limited appointments



Registration Eligibility

The following may not register:

- Employees whose conduct or performance is *in question*
- Employees who become *temporarily* unavailable for work



Registration Period

- Registration may begin no earlier than:
 - *2 months before 1-yr. tour expires*
 - *3 months before 18 mth tour expires*
 - *4 months " 2-yr " "*
 - *6 months " 3-yr " "*



Registration Period

- Must register in the PPP within 7 workdays after notification of non-extension or after declining a tour extension
- If not available to register within 7 work days after notification:
 - *Employee will be directed to exercise return rights*
 - *Employees without return rights are subject to separation*



- Eligible employees remain registered until:
 - *Placed*
 - *Declination of valid offer*
 - *Renewal of tour*
 - *30 days prior to exercising return rights; or*
 - *Directed return*
(whichever occurs first)

- Eligibility terminates if:
 - *Employment ends*
 - *Employee departs overseas area with no intent to return*
 - *Component may grant exceptions for compassionate reasons*

1

- RIF separation
(no offer)

2

- Declination of offer outside commuting area
 - *RIF*
 - *TOF*
 - *Management-directed*

3

- Nondisplaced overseas employees
 - *Priority changes to "N" after 2 yrs; selection not mandatory at that time*
- RIF/reclassification demotion
- Family Members

N

- Nondisplaced overseas employees – 2 years after registration
 - *ASARS automatically changes priority from 3 to N*
 - *No longer mandatory placements – May be selected after all other P1 and 2 referrals are cleared*



- Priority 1 & 2 referrals restrict:
 - *Promotions*
 - *Employee-initiated reassignments*
 - *Appointments*
 - *Transfers*
 - *Demotions to positions with greater promotion potential*

- Priority 3 referrals:



- *Permit selections within Component*
- *Restrict appointments & transfers*

Referral Priorities

Total Registrations - 7,634
(as of May 29, 2012)



Priority 1 - 10%



Priority 2/3 - 90%

- Must register for current skill
 - *Exceptions require CTP approval*
- May register for other skills if well qualified
 - *As determined by registering HRO*



Registration Skills

- **well qual-i-fied** *adj.* Possesses knowledge, skills, and abilities to successfully perform with no greater loss in productivity than normally expected during orientation of an employee new to the organization.
 - *Exceeds minimum qualifications requirements but will not necessarily meet "highly qualified" or "best qualified"*
 - *Selective placement factors cannot be overly restrictive*



Registration Skills

- Minimum qualification standards not sufficient for PPP
- Registrants must have experience actually applying the skill
- Experience must be documented

Well Qualified

Basic Eligibility



Registration Grades

- High Grade
 - Current Pay System: current permanent or retained grade
 - Other pay systems: grades with representative rates equal to or below current permanent or retained grade



Registration Grades

- Low Grade – GS employees registering for GS series
 - *No more than 3 GS grades below current permanent or retained grade*
- Low Grade – FWS employees registering within the same FWS pay system
 - *No more than 5 grades below their current grade*



Registration Grades

- Lowest registration grade in other pay systems
 - *Down to and including the grade with the representative rate that is NEAREST TO BUT NOT LESS THAN the representative rate of the lowest grade for which registered in their own pay system*



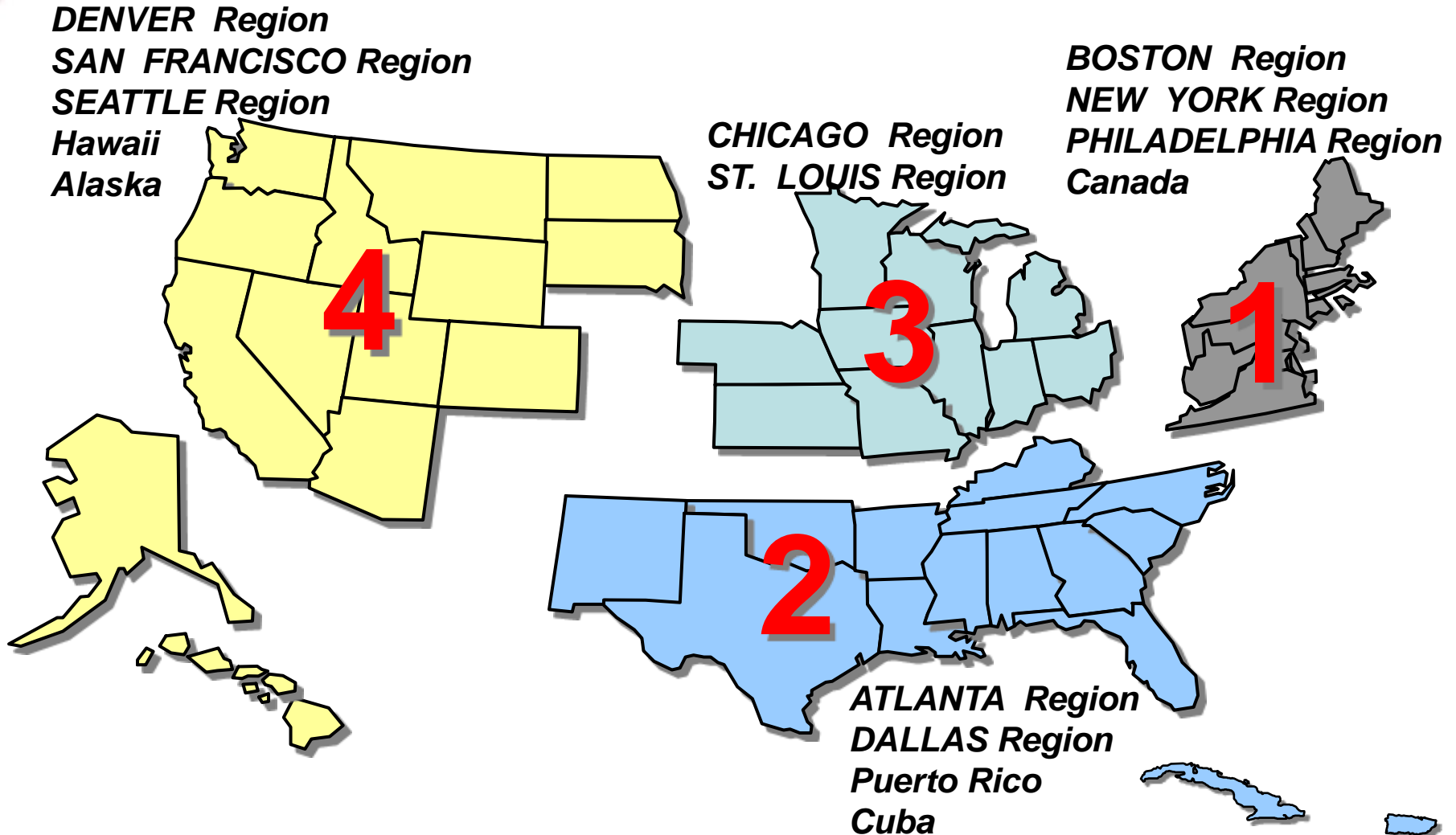
Registration Grades

Nondisplaced overseas employees **with** return rights to lower grades **must** register for all intervening grades after 90 days without offer

Registration Grades

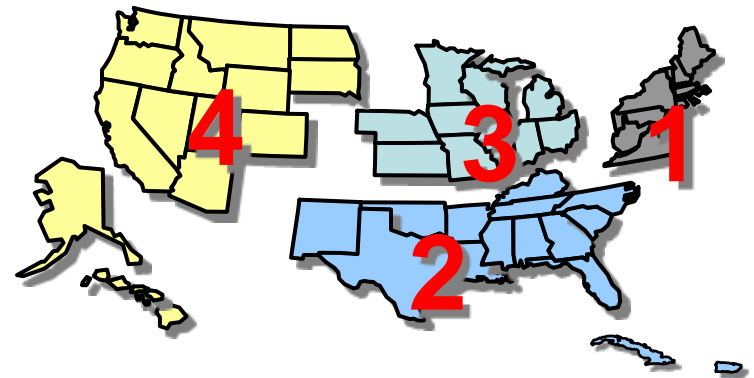
Nondisplaced overseas employees **without** return rights **must** register one grade interval below current grade after **90 days** without offer

Area of Referral



Area of Referral

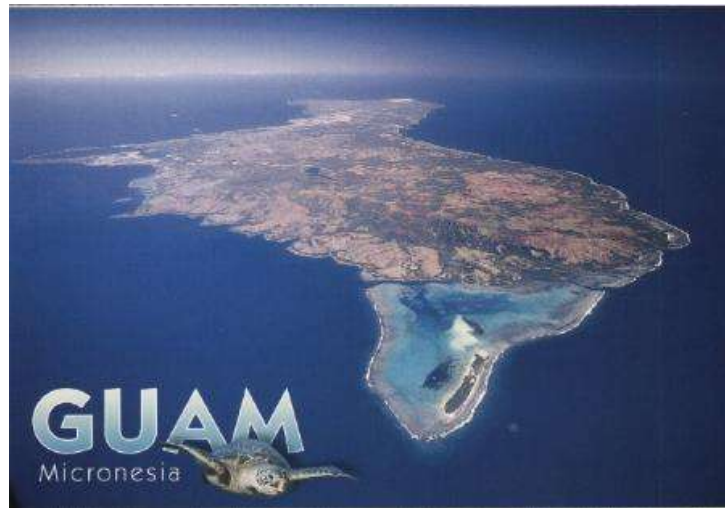
- Minimum area likely to provide reasonable job opportunities within:
 - *Zone in which last resided*
 - *Zone closer to overseas duty station*
- Initial registration – no farther than last U.S. residence
- Subject to expanded area under Component rules



- Nondisplaced Overseas Employees
 - *After 1 year, referral limited to own Component*
 - *At this point, Component Coordinator can authorize non-selection of own P3 nondisplaced employees*
 - *After 2 years, Priority changes from 3 to "N" and area of referral continues to be limited to own Component*

Area of Referral

- Registrants whose home of record is Guam may register for Guam and U.S.
- Employees who left Guam to accept another overseas tour cannot register for Guam if serving under return transportation agreement to U.S.



Valid Offer

- Full-time permanent DoD position
- Series, grade, & duty location for which registered
- Essentially same conditions of employment

Valid Offer

- The following do not invalidate an offer:
 - *Drug testing requirement*
 - *Change in shifts*
 - *Decrease in wage or locality rates*

Invalid Offer

- Non-DoD position
- Significant change in conditions of employment
- Obligated position
- Excepted service position (*unless registrant is currently excepted service*)

Invalid Offer

- Time-limited position
- Supervisory position (*unless registered for supervisory positions*)
- Position under contract study

- One *valid* offer only
- REPLY TIME - *3 work days*
- REPORTING DATE – *45 calendar days*

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20			
24	25	26	27			
31						

Relocation Costs

- If placed within DoD
 - *Costs reimbursed in accordance with JTR*
- Outside DoD
 - *Consult with HRO*



- Mandatory narrative resume
 - *Failure to comply results in forfeiture of PPP registration eligibility*
 - *Must be submitted 7 days after notification of non-extension for nondisplaced employees*

- Registration eligibility suspended for 6 months following permanent promotion
- If employee is not obligated to return to U.S.
 - *Declination of valid offer – loss of eligibility for 12 months*
 - *2nd declination – cannot re-register without CTP approval*

- If return rights position is abolished and return would result in RIF separation or demotion, employee may:
 - *Exercise return rights and participate in RIF;*
or
 - *Register in PPP and remain until placement or termination of eligibility*

Employee Responsibilities

- Performance / conduct
- Communications with other DoD activities
 - *All contact must be within HR channels*
- Maintain PPP registration
- Submit updated resume

Questions?

- Overseas family members of DoD personnel may register in Program A if they:
 - *Are current career, career-conditional or excepted service employees;*
 - *Have personal competitive status & were employed within 90 days of sponsor's departure; **or***
 - *Are eligible under E.O. 12721*

- Registration authorized when:
 - *The sponsor returns to permanent U.S. duty station*
 - *The sponsor is reassigned to another overseas duty station on an unaccompanied overseas tour*
 - *The sponsor returns to U.S. for separation/retirement*
 - *The sponsor is evacuated from overseas*
 - *The family member returns to the U.S. due to death of the sponsor*

Registration Period

- Eligibility begins upon arrival in sponsor's U.S. duty station area
- Family members may remain registered until:
 - *Placement*
 - *Declination of a valid offer*
 - *1 year after registration*

(whichever occurs first)

- Limited to commuting area of:
 - *Sponsor's duty station*
 - *Sponsor's retirement or other authorized destination*
 - *Family member's actual U.S. residence when sponsor is on unaccompanied tour*



Registration Procedures

- Overseas servicing activity will:
 - *Counsel registrant*
 - *Complete registration form using U.S. Activity Code*
 - *Sponsor's duty station, largest DoD activity, or family member's preference*
 - *Provide completed SF-75 and documentation of E.O. 12721 eligibility*

Overseas Intra-Theater Family Members

Family member employees whose sponsors relocate within the overseas theater due to base closure or other downsizing may register in Program A



Overseas Intra-Theater Family Members

- Registration Procedures
 - *Must report for registration within 7 working days of arrival in new duty station area*
 - *Family member hand-carries registration form to registering activity in new commuting area*



Displaced Overseas Family Members

Family members on non-temporary appointments may register as displaced employees in Program A if adversely affected by RIF, ToF, etc.



Displaced Overseas Family Members

- Priority based on displacement action
- Area of referral is commuting area of sponsor's duty station
 - *If relocating with sponsor to another overseas duty station, family member must be eligible to travel on sponsor's orders*

Military Spouses

- Controlling policies are in DoDI 1400.25, Volume 315, "Employment of Spouses of Active Duty Military"
- Preference applies worldwide
- US procedures do not apply overseas



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